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MINUTES

OF THE

CIA CAREER COUNCIL

21st Meeting, Thursday, 29 March 1956, 4:00 p.m.
DCI Conference Room, Administration Building

Present: Lyman B. Kirkpatrick, IG, Acting Chairman

[redacted] D/P, Alt. for DD/P, Member

[redacted] D/OC, Member

[redacted] A/DDI/AD, Alt. for DD/I, Member

[redacted] TR, Alt. for DTR, Member

[redacted] Pers, Alt. for D/Pers, Member

Lawrence K. White, DD/S, Member

[redacted] Executive Secretary

[redacted] Reporter

Guests

[redacted] Executive Officer, Office of Personnel

Lawrence R. Houston, General Counsel

Norman Paul, Legislative Counsel

[redacted] Deputy General Counsel

1. The 21st meeting of the CIA Career Council was devoted to consideration of the CIA Legislative Program with particular emphasis on current negotiations with the Bureau of the Budget covering accelerated retirement.

* 2. The essence of CIA's proposal, as contained in the proposed revision of P.L. 110 is as follows:

- a. Grant $1\frac{1}{2}$ years credit for each 1 year of overseas service so as to increase retirement annuity. (This has the present effect of granting $2\frac{1}{4}\%$ per year for overseas service as against regular $1\frac{1}{2}\%$ in computing annuity. Thus - 30 years total service with 10 years spent in overseas service would be computed as 35 years service. Stated another way, 20 years would be computed at $1\frac{1}{2}\%$ x average highest salary and 10 years x $2\frac{1}{4}\%$ x average highest salary.)
- b. To receive credit, employee must be at least age 50.
- c. Special credit would be given only for overseas service with CIA from the date of its creation in 1947.
- d. Service in territories and possessions would be counted.

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NO CHANGE IN CLASS. ☐

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3. The essence of the counter proposal of the Bureau of the Budget is as follows:

- a. There must be a minimum time spent in overseas service in order to qualify. 10 years is suggested as minimum with possible compromise at 9 years.
- b. There must be a minimum time spent in total government service. 20 years is suggested.
- c. The "bonus" and regular time must not aggregate more than 2 percent. Thus - for each year spent in overseas service, additional credit of four, rather than six months, would be granted.
- d. In order to be granted to any person retiring between ages 50 and 60, the Agency must involuntarily separate the employee. It is suggested that the Director use his special authority in Section 102(c), NSA of 1947. Retirements at age 60 or above would not require involuntary separation.
- e. Do not limit application to present CIA employment acquired since 1947, i.e., do not exclude CIG, SSU, CSS, or service with other agencies of U.S. Government in an overseas area.
- f. Limit to service outside continental U.S., its territories and possessions.

4. After detailed discussion of each point, the Council decided to reject each of the six counter proposals of the Bureau of the Budget for the following reasons: (sub-paragraphs a thru f following are keyed to sub-paragraphs a thru f in paragraph 3 above.)

- a. Nine or ten years minimum time spent in overseas service could work severe hardship on persons who, for operational or administrative reasons, could not continue to serve overseas. The inability to continue overseas service might be reached at a point just short of the minimum. Many persons, especially in the DDI and the DDS, who might quite properly anticipate one or two tours overseas would have little expectation in their total careers of serving as much as ten years. This provision would make accelerated retirement unavailable to them. The Council, therefore, believed that there should be no minimum requirement.
- b. Since there are already restrictions and rigidities in the Civil Service Retirement Act that have been taken into account, the Council saw no purpose in adding a further restriction. Adoption of the 20 year minimum would mean that a person joining CIA at age 45 would have no opportunity of benefiting from accelerated retirement even if all of his service was overseas, unless he served until he was 65 or had had previous government service.

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- c. Since it is possible that the percent factor for retirement for all Government employees may be raised by the Congress above the present $1\frac{1}{2}\%$, the Council agreed to hold to the "time and a half" factor rather than to the "2%" factor. The time and a half factor would preserve the desired differential while the 2% factor might eliminate it.
- d. The Council agreed that it would be inept in the extreme to use the involuntary separation technique. In effect the Agency would be dismissing persons in order to convey to them a benefit. A better technique will have to be provided.
- e. The Council has already seriously considered the problem of crediting service prior to CIA for various purposes. It is not possible to devise an equitable formula for crediting service in organizations that "preceded" CIA. Under this proposal, also, an extreme case would be that of a person who entered on duty with CIA one day and retired the next, thereby gaining accelerated credit for 20 years overseas service in other government agencies. The Council agreed to reject the proposal.
- f. Overseas duty in territories and possessions is a continuing problem with CIA, whereas it is no problem in the Foreign Service with which CIA is usually bracketed in discussion of this sort. The Council therefore agreed to press for the principle of crediting duty in territories and possessions as overseas duty, at least as far as accelerated retirement is concerned.
5. The Council considered the other aspects of our discussions with the Bureau of the Budget [other than accelerated retirement].
- a. The Council agreed to eliminate the proposed death benefit of \$1000.00. The new insurance programs - both government wide and internal CIA - partially fill the original need.
- b. The Council agreed to recede on benefits, as such, for those persons serving in territories and possessions but to still attempt to get the requested travel authorities. This point was left to the best judgement of the DD/S and the negotiators.
- c. The Council agreed to hold for the home leave and educational and medical benefits using the term "abroad" rather than "outside the continental United States".
- d. It was agreed that CIA would recede on the question of commuted per diem.

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6. The Council agreed that CIA should continue to press for introduction of the proposed bill to the Congress with accelerated retirement deleted. Since the Bureau has agreed to make accelerated retirement retroactive to 18 September 1947, a delay of a year or two is not too critical. However, for internal morale purposes it is highly desirable to have our proposed legislation on these other matters actually reach consideration by the Congress without further delay.

7. The Council agreed to consider Individual Career Planning on 19 April and, if possible, National Defense Executive Reserve and the Senior Civil Service on 3 May and Competitive Promotion and Assignment on 17 May.

8. The Council adjourned at 4:50 p.m.



Executive Secretary
CIA Career Council

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OPPOSING VIEWS ON ACCELERATED RETIREMENT

(Section 5 of proposed CIA Legislation)

The Agency's Proposal

1. Grant $1\frac{1}{2}$ years credit for each 1 year of overseas service so as to increase retirement annuity.*
 2. To receive credit, employee must be at least age 50.
 3. Special credit would be given only for overseas service with CIA from the date of its creation in 1947.
 4. Service in territories and possessions would be counted.
- * This has the present effect of granting $2\frac{1}{4}\%$ per year for overseas service as against regular $1\frac{1}{2}\%$ in computing annuity. Thus - 30 years total service with 10 years spent in overseas service would be computed as 35 years service. Stated another way, 20 years would be computed at $1\frac{1}{2}\%$ x average highest salary and 10 years x $2\frac{1}{4}\%$ x average highest salary.

Bureau of the Budget Proposal

1. There must be a minimum time spent in overseas service in order to qualify. 10 years is suggested as minimum with possible compromise at 9 years.
2. There must be a minimum time spent in total government service. 20 years is suggested.
3. The "bonus" and regular time must not aggregate more than 2 percent. Thus - for each year spent in overseas service, additional credit of four, rather than six months, would be granted.
4. In order to be granted to any person retiring between ages 50 and 60, the Agency must involuntarily separate the employee. It is suggested that the Director use his special authority in Section 102(c), NSA of 1947. Retirements at age 60 or above would not require involuntary separation.
5. Do not limit application to present CIA employment acquired since 1947, i.e., do not exclude CIG, SSU, OSS, or service with other agencies of U.S. Government in an overseas area.
6. Limit to service outside continental U.S., its territories and possessions.

27 March 1956